



May 26, 2026

Press Release

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(Correction) Notice of partial correction of “Medium-term Management Plan (FY2026-2030)”

Idemitsu Kosan Co.,Ltd. announces that there are some corrections in the “Medium-term Management Plan (2026-2030)” announced on May 12, 2026 as below.

1. Reasons for the correction

We hereby announce that certain data relating to DE&I and the FY2025 annual training investment per employee disclosed on page 5 have been revised. The corrected figures are presented below.

2. Correction Details

[Before Correction]

		FY2025 Actual
DE&I	<u>Female ratio in key positions</u>	7%
	Male ratio taking childcare leave	<u>94%</u>
Investments in education per employee		<u>¥67,000</u>

[After Correction]

		FY2025 Actual
DE&I	<u>Female ratio in key positions</u> ^{*4}	7%
	Male ratio taking childcare leave	<u>98%</u>
Investments in education per employee		<u>¥69,000</u>

^{*4} Including promotions effective July 1, 2026

Please refer to page 5 of the “Medium-Term Management Plan (FY2026-FY2030)” which is disclosed on our website, for the corrected information.

End